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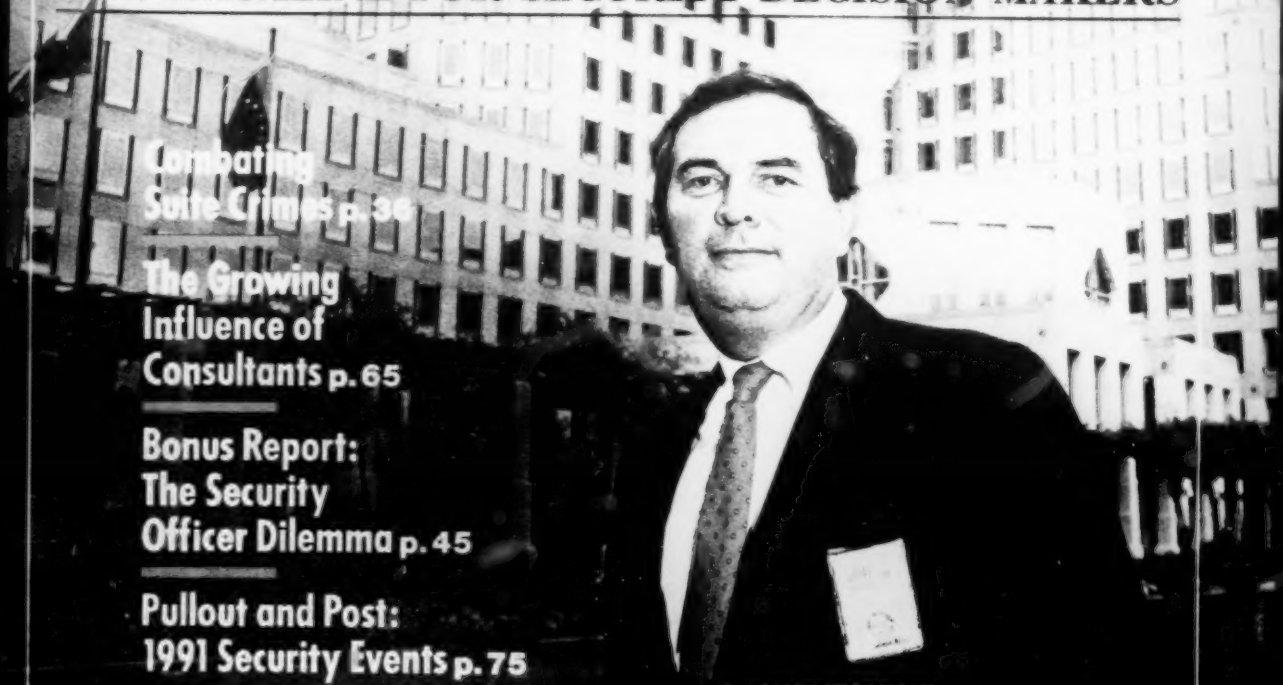
DECEMBER 1990

SECURITY®

THE MAGAZINE FOR SECURITY DECISION MAKERS



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A PASSION FOR QUALITY

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James Jessee, CPP
Corporate Security Director
Procter & Gamble Co.

SECURITY T.M.

THE MAGAZINE FOR SECURITY DECISION MAKERS

A CAHNERS PUBLICATION/VOLUME 27, NUMBER 12/DECEMBER 1990

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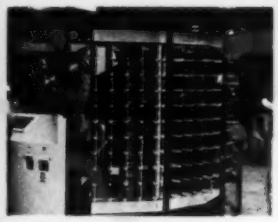

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REDEFINING OFFICER INVOLVEMENT
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James Jessee, corporate security director, Procter & Gamble Co., Cincinnati, determines security policy for a multinational corporation with a business manager-first philosophy. (p. 32)

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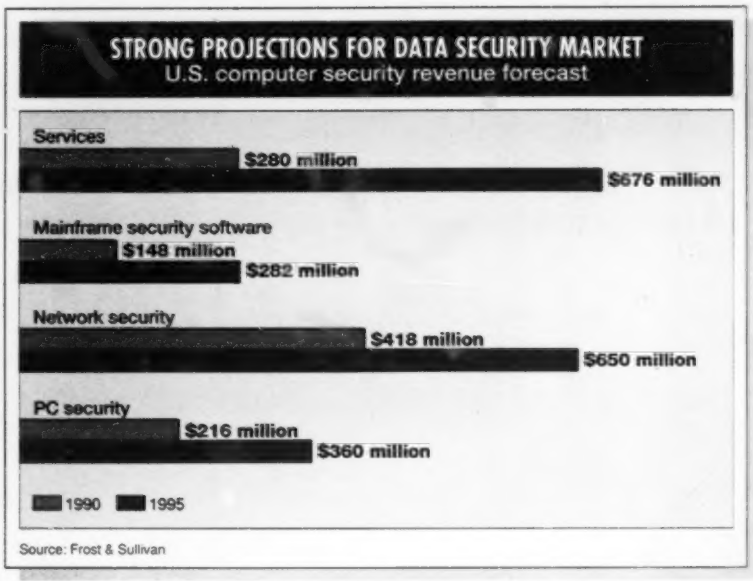
SECURITY INDICATORS

Trends and forecasts for determining loss prevention needs.



Fear of computer viruses fuels the market for computer security products. Heavy demand for services and network security devices will continue through 1995.

INFORMATION SECURITY

Virus-Wary American Firms Nourish Data Protection Product, Service Market

Media exposure turned the "computer virus" into a household phrase. Hype aside, information security professionals say viruses threaten healthy computer networks. The latest computer security revenue figures from Frost & Sullivan, New York, reflect this fear.

"The U.S. Market for Information Security Products & Services" says American firms currently spend more than $1 billion a year to protect computers. The report forecasts that $1.97 billion will be spent in 1995 to guarantee the integrity of data from viruses, tampering, natural disasters and other risks.

One-quarter of survey respondents have already been hit with a computer virus. They report that more organizations are turning to full-time data security officers. Computer security departments most likely write policies, evaluate vendors and determine needs and products, the survey says.

Computer security services and network security are the hottest growth areas. Frost & Sullivan expects the 26 percent market share for services to expand to 35 percent by 1995. As the number of networks and amount of data grow, network security tools are another hot commodity. Less than 20 percent of networks currently use security devices or software.

PC security is a slower-growth category. Physical security products, such as anti-theft devices for PCs, are more widely accepted than electronic access or encryption devices. PC software is making limited progress as a tool for disaster planning.

Frost & Sullivan predicts replacement and consolidation will characterize the market for mainframe access control packages.

SECURITY SURVEY

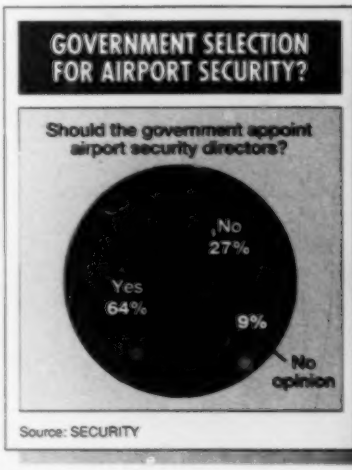
Survey: FAA Should Appoint Airport Security Managers

The government should hire those who head airport security, says SECURITY's Third Quarterly Telephone Survey.

Among respondents, 64 percent agree that the federal government — through the Federal Aviation Administration — should appoint security managers at U.S. airports. Security decision makers working for the government or institutions most favor this proposition: 73 percent and 80 percent, respectively.

SECURITY's Third Quarterly Telephone Survey also asked readers how the chain of command and security decision making process at their organizations have changed over the past three years. Thirty-eight percent report changes in these areas. Additions to and subtractions from the chain of command are the most common shifts. Among respondents, 10 percent cite additions to the chain of command.

Survey respondents also disclosed what they feel are the most successful job hunt strategies. Employment services, "headhunters," trade magazines and networking are the best strategies, the survey says.



Most security decision makers support FAA security director appointments.

PURCHASING

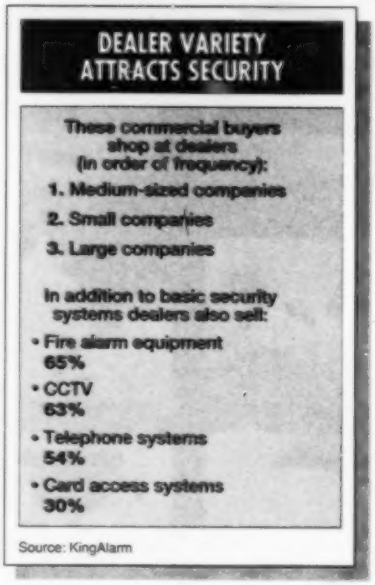
Varied Dealer Stock Attracts Security Shoppers

Security decision makers who are searching for an assortment of security products can often find what they're looking for at a security dealer. This is according to "A Survey of Security Industry Dealers on Customer Demands and Marketing Trends," conducted by KingAlarm Distributors, Hackensack, N.J.

The KingAlarm survey finds that — in addition to intrusion detection and alarm equipment — more than half of surveyed dealers sell fire alarm, CCTV and telephone systems. Nearly one-third sell card access systems.

Despite stock variety, 46 percent of dealers surveyed make the most money from labor charges rather than equipment sales.

Dealers are a favorite source for security equipment purchases. SECURITY's 1990 Second Quarterly Telephone Survey found that dealers were the most popular source for new product purchases among security decision makers. Forty-nine percent purchased equipment at dealers in the last year, versus 32 percent who looked to distributors and 19 percent who bought equipment directly from manufacturers.


DEALER VARIETY ATTRACTS SECURITY
These commercial buyers shop at dealers (in order of frequency):
1. Medium-sized companies
2. Small companies
3. Large companies
In addition to basic security systems dealers also sell:
• Fire alarm equipment 65%
• CCTV 63%
• Telephone systems 54%
• Card access systems 30%
Source: KingAlarm

Security dealers appeal to medium-sized firms seeking product variety.

NEWS

Security Wrap-Up: Hotels, Employee Privacy

▶ When asked to rank the single most important factor in choosing a **hotel,** American business executives rank safety and security as second in importance, preceeded only by convenient location. The recent Swissotel poll finds business travelers give less priority to service, price, restaurants, health club facilities and prestigious hotel name than to security.

▶ A Conference Board **employee privacy** survey of 393 U.S., European and Canadian firms finds that more thorough solicitation of information from applicants and increased retention of data are perceived as effective policies. More than two-thirds of all participants say searches and electronic monitoring are ineffective or counterproductive; nevertheless, such practices are fairly widespread among the U.S. firms represented. Among all firms surveyed, 65 percent give employees written notice of some or all search or electronic monitoring practices. Company restrictions of off-duty conduct are rare among all regions surveyed.

ENVIRONMENT

Environment Gains Importance In Public Concern Survey

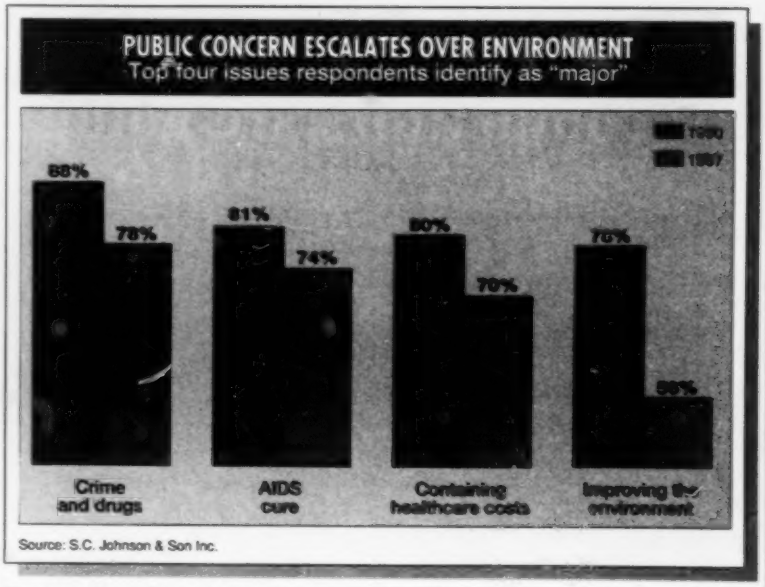
Crime, drugs, curing AIDS and containing healthcare costs are issues that most concern Americans, says "The Environment: Public Attitudes and Individual Behavior," a study commissioned by S.C. Johnson & Son. Inc., Racine, Wis.

Improving the environment ranks fourth in S.C. Johnson's survey; however, the number of Americans who say major efforts are needed to improve the environment jumped from 56 percent in 1987 to 78 percent in 1990. This 22 percent change represents the largest increase in public concern over any of the 12 national problems surveyed.

Americans want to shift the blame for environmental problems to others despite growing awareness of the issue, the study finds. Among respondents, 61 percent say large companies cause and should solve America's environmental problems. Sixty-nine percent say the government has not passed enough laws to protect the environment.

Respondents feel that problems such as water pollution and chemical waste contamination are beyond an individual's control. Seventy-two percent say new regulations are needed to promote responsible individual behavior and to ensure environmentally safe products and manufacturing processes.

Jane Hutterly, S.C. Johnson's director of worldwide environmental actions, calls for a significant education effort on the causes affecting the environment. Paper products, food and yard waste — as opposed to plastics and disposable diapers — cause the most solid waste, Hutterly says.



Concern about the environment is escalating. The issue has gained more public attention in recent years than crime.

SUITE CRIMES

From bookkeepers to CEOs, white collar criminals are a costly, emerging threat.

By Bill Zalud
Editor

• A chauffeured limousine brought bookkeeper Tara Gloria Lewis of Silver Spring, Md., to work each day. Recently, Lewis has plead guilty to embezzling $340,000.

• Richard Bober, vice president of New Jersey-based Coated Sales Inc., made $12 million on company stock. Bober plead guilty to inflating financial figures to cause the windfall.

• Steve Clark, Arkansas Attorney General, traveled out of state, using a state credit card to cover expenses. A jury recently convicted him of theft by deception.

• Security at New York Telephone Co. uncovered alleged improprieties in awarding contracts. Thanks to a yearlong inquiry, at least 15 people left the firm. The Manhattan District Attorney is pursuing 80 employees.

Escalating for years, insider stealing, embezzlement and fraud by company executives, managers and professionals has reached massive proportions. And security is more involved in prevention, investigation and punishment.

"There's a serious increase in some very simple frauds that add up to millions. There are also more $1-million-plus incidents too," says Don Walker, president, Business Risks International, Nashville, a consulting and investigative firm.

"Crime in the Suites"

U.S. Attorney General Dick Thornburgh calls it "crime in the suites." Especially hard hit: financial institutions. Over the past two years, Thornburgh's troops have convicted 131 CEOs, board chairmen, presidents and other top officers.

"We were woefully understaffed," admitted Thornburgh after a mid-1988 department review. Some companies are in a similar bind. "Business is not always equipped to detect white collar crime,"says Roger Schmedlen, CPP, of Loss Prevention Concepts Ltd., Hartland, Mich. Schmedlen's firm provides international consulting and fraud detection services.

Control Conspiracies

More troubling: Insiders, at the lever of controls, often cover up a scam or join in. Auditors, lawyers, accountants, regulators and real estate brokers share blame in the savings and loan debacle.

Yet security and law enforcement have new tools, innovative programs and a strengthened commitment to battle white collar crime.

Incidents mostly involve one person acting alone or, less often, with an outsider. A standard scenario, says Walker, finds an employee, not always in purchasing but with authority to buy certain goods and services, setting up a fictitious company. "He submits invoices for services not rendered or goods not purchased. Payment goes to the fake company," he says.

Check for Warning Signs

No matter the scam, there often are warning signs: unexplained shortages, a change in transactions, copies replacing originals, something amiss with a person who OKs payments or purchases, warranty adjustments — even office gossip.

Some signs are computer-bound. "Virtually all records subject to audit are on automated systems," points out Charles H. Le Grand, CDP, CISA,

manager, advanced technology, The Institute of Internal Auditors, Altamonte Springs, Fla.

Technology just emerging also will spur white collar crime, complicating security's efforts. Electronic Data Interchange (EDI) communication and Just-In-Time (JIT) inventory and manufacturing systems hold unknown weaknesses.

Fighting such white collar threats has escalated, too.

Start at the Top

"Security that's assertive on white collar crime," points out John Case, president, John D. Case & Associates, San Diego, Calif., "starts with top management. Without their support, what is a crime and who committed one will be politically-driven. That sends the wrong message to a company's employees."

Security can help write a code of conduct or business policies, if none now exists. "Mandate proper behavior by all employees," advises Mark Geraci, director, corporate security, Bristol-Myers Squibb Co., New York City.

Business isn't always equipped to detect white collar crime.

New York Telephone has increased its company-wide ethics program, after finding a pattern of poor behavior.

An awareness program should "define and communicate to everyone what's right and what's wrong," says Ed Stamper, vice president, The Network, Atlanta, Ga., which provides guidance on employee awareness and involvement programs. Incentives that reward good behavior are vital. "We all want recognition, whether money or a pat on the back," he adds.

Tougher Prosecution Policy

Company policies should also include prosecution, with punishment based on the crime and not the individual. "Consistent prosecution pays off," says Charles Botkin, former corporate director of security at Zenith Electronics, and now with CS&R Checkmate Consulting, Chicago, as director and investigative specialist.

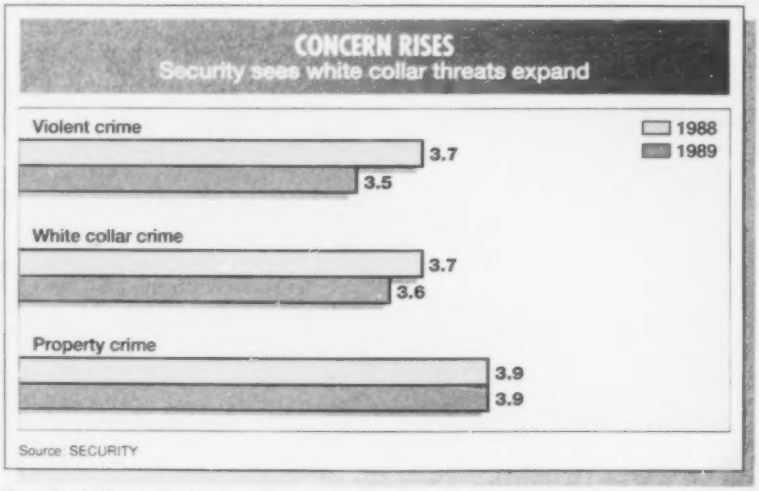
"There are easy-to-manage financial

DIRTY WHITE COLLAR
Private security ranks important worries

Substance abuse	54.5%	
Property crime	50.5%	
White collar crime	25.2%	<<<
Violent crime	21.2%	
Liability	21.2%	
Ethics	18.5%	<<<
Computer crime	15.8%	<<<
Theft of secrets	7.7%	<<<
Terrorism	5.4%	
Product counterfeiting	5.0%	<<<
Product tampering	4.5%	
Arson	3.6%	

Source: SECURITY

White collar and related crimes account for about one-third of security concerns.



Security believes that the white collar threat is greater.

What the Experts Say

Here's advice from the experts:

- "Talk with employees about profits and losses and how inside crime hurts everyone." — Sandy Jones, Security Industry Association.
- "Look for the executive who pushes policy as far as possible without breaking the rules." — Don Walker, Business Risks International.
- "Encourage employees to help prevent the problem." — Ed Stamper, The Network.
- "Cover three bases: physical security, systems security and information security." — Charles Le Grand, Institute of Internal Auditors.
- "Follow the money." — Charles Botkin, CS&R Checkmate Consulting.

controls," advises Walker. These include trend analysis in accounts payable, red-flag new accounts, dollar limits for early warning and a vendor verification program.

"Further limit access to reduce temptation," advises Sandy Jones of the Security Industry Association, Santa Monica, Calif. "Educate employees on profits and losses and crime's impact."

Security's keen eye on high risks also pays off. Target disgruntled executives — people who feel unrecognized or discriminated against, advises Walker.

Law Enforcement Synergism

New laws and renewed prosecutor support play an increasing role. The new federal crime bill is especially tough on financial institution fraud.

Also in late October, the U.S. Sentencing Commission proposed harsher penalties — what Commission chair William W. Wilkins Jr., calls a "carrot-and-stick approach (with) incentives that encourage companies to deter, detect and report criminal conduct by employees."

Some prosecutors are toughening on "chump change" frauds, refusing to knock down smaller frauds to misdemeanors. "Fast Track," a program at the U.S. Attorney's Office in Los Angeles, helps train security executives about fraud investigations and court-proof evidence and follows through with targeted prosecution of smaller-time criminals. Says Chief Assistant Terry Bowers, "We have scores of cases and get solid business cooperation."

Have a consistent prosecution policy — and use it.

Use of Consultants

There are a number of service firms and specialists that can help, too.

"The security decision maker can't be an expert in everything," says Walker. Fraud investigators can help security better handle future incidents and bridge the gap between disciplines by "educating internal auditors on ramifications of drug problems," for instance, he says.

A few outside accounting firms have brought in security experts. "We combine the investigative mindset with an accountant's knowledge," says Thomas Creal, director, litigation services and investigative specialist for CS&R Checkmate Consulting, a Chicago-based affiliate of Checkers, Simon & Rosner, one of the nation's 25 largest CPA firms.

Adds Botkin, "Security experts are there to follow the money."

New Specialties Emerge

Hybrid specialties have emerged. The fast-growing National Association of Certified Fraud Examiners, Austin, Texas, paces white collar crime's rise.

Also emerging is criticism of some financial controls, notably internal audit and outside accounting.

In the New York Telephone investigation, both the New York State Public Service Commission and the utility are reviewing the firm's internal auditing "breakdowns," according to a company spokesperson.

At times, security and financial specialists are out of sync. When no one person is responsible for detecting fraud, contends Schmedlen, no one catches it.

"Security and internal auditors should complement one another," adds Geraci. "Everyone should work together — right to prosecution."

With security more involved, knowledgeable about diverse types of white collar crime and able to work more closely with allies, the growing insider threat is better managed. □

SUITE CRIME BLUES

Cost in addition to dollar losses to business
- Increased cost of insurance
- Security, internal audit costs
- Investigations, prosecutions
- Reduced profits
- Weakened competitive standing
- Lower employee morale
- Loss of productivity
- Damage to reputation
- Deteriorated service
- Threat to business survival
- Higher overhead

To government
- Investigations, prosecutions
- Correctional programs
- Crime prevention programs
- Crime reporting
- Mandated security programs
- Loss of tax revenue

To the public
- Increased cost of goods, services
- Loss of investor equity
- Increased taxes
- Reduced employment

Source: Hallcrest Report II

There are mounting indirect costs of white collar crime that affect everyone in the economy.

Crime-Fighting Tools Available

Need more information on white collar crime?

Reading: A free brochure, "White Collar Crime: Loss Prevention Through Internal Control," is from Chubb Group, Warren, N.J. 07060. Or read *White Collar Crime 101 Prevention Handbook* by Jane Y. Kusic. It's $8.95 and available from 8300 Boone Blvd., Suite 500, Vienna, Va. 22182.

Continuing Education: The American Society for Industrial Security (ASIS) White Color Crime Committee has put together the White Collar Crime Conference, April 17 to 18, in Washington, D.C. Contact ASIS at (703) 522-5800. Luncheon speakers are FBI and Secret Service directors.

Associations: American Management Association, 135 W. 50th St., New York, N.Y. 10020; (212) 586-8100. American Society for Industry Security, 1655 N. Fort Myer Dr., Suite 1200, Arlington, Va. 22209; (703) 522-5800. The Institute of Internal Auditors, 249 Maitland Ave., Altamonte Springs, Fla. 32701-4201; (407) 830-7600. Bank Administration Institute, 60 Gould Center., Rolling Meadows, Ill. 60008; (708) 228-2339.

Government Input: United States Sentencing Commission, Attn.: Honorable William W. Wilkins Jr., 1331 Pennsylvania Ave., NW, Suite 1400, Washington, D.C. 20004.

The Move Is to Quality as Officer Growth Slows, Tasks Diversify

Bill Zalud
Editor

Quality means more today. "It also costs more. Our challenge is to field quality security officers at a competitive price," says Dr. Robert W. Overman, vice president and manager of human resources at Guardsmark Inc., Memphis, Tenn.

Overman shares his dilemma with in-house employers. To help out, more quality assurance is built into screening, supervision and training.

The shift away from price as a sole criteria isn't total. "Smokestack firms tend to look no farther," adds Vince Ruffolo, president, A&R Security Services, Blue Island, Ill.

Huge Labor Force

It's easy and dangerous to treat officers as a commodity. They are a major labor force. "About one of every 100 working adults is a security officer," says Joe Arwady, vice president, marketing, Burns International Security Services, Parsippany, N.J.

Yet in today's down economy, employment will probably flatten. Pressure to downsize comes with a competing demand: Do more with less.

"Our core is plant protection and access control — that's 60 percent of our posts," comments Arwady. Yet imaging and public relations play a greater role. The upshot: evolving hiring and supervision demands. Also remaking the officer: facilities management-type tasks, unwelcome by security purists.

Some officers deliver mail, drive a van, check process controls or pull maintenance. For contract firms, it's potentially lucrative. "We're a people-oriented service. Why limit ourselves?" Ruffolo says.

Screening Tools Increase

No matter the officer task, quality has its challenges. For example, a bag full of screening tools can confuse an already complicated hiring process.

Facilities management tasks remake the typical officer profile.

Every employer screens to some degree: interviews; reference and credit checks; fingerprint and criminal background checks; integrity, psychological and polygraph testing are common. Each has advantages, disadvantages and costs, says Minot Dotson, executive vice president, Pinkerton Security and Investigation Services, Van Nuys, Calif.

Recently, integrity and psychological tests have been in the spotlight.

Integrity tests ideally provide a measure of the propensity of an individual to be involved in counterproductive behavior, according to Stephen M. Coffman, Reid Psychological Systems, Chicago.

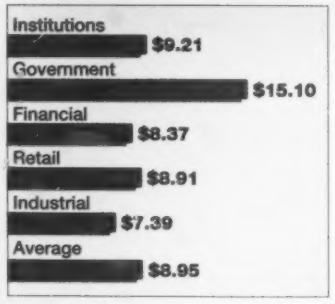
Clinically-based tests — the MMPI, California Personality Inventory, IPI — look at broad-range issues of psychological makeup. A clinician or psychologist then determines overall general mental health, says Coffman.

Measuring Propensity

Integrity test publishers believe there's little difference in hiring outcome between the two. Says Coffman, "Our results have been researched and compared against clinically-based tests. The studies prove a strong relationship" between the scores.

Many use tests among screening tools because "quality starts at the beginning," points out Gordon Ellis, chief operating officer, Security Bureau Inc., Pittsburgh, Pa. "The job is more sophisticated." Contract security also is tailoring incentives. For instance, SBI uniquely offers a bonus program that's based upon what the client wants as improvement measure. "Rewards and incentives breed quality, too," concludes Ellis. □

CONTRACT HOURLY RATES
What security pays



Source: SECURITY

Low officer rates challenge the push to higher quality, lower turnover.

CONTRACT OFFICER POPULATION

...gest segment grows more slowly

	1980 Employment	1990 Employment	Annual Growth Rate	2000 Employment	Annual Growth Rate
Officers	330,000	520,000	5%	750,000	4%
Total	556,200	965,000		1,472,000	

Source: Hallcrest Report II

Contract officer ranks will grow more slowly, while proprietary ranks decrease. This trend may reverse itself in the late 1990s.

SECURITY SERVICES

A guide to selecting and staying informed on security services.

Consulting/Engineering Growth Leads Industry Into 2000

By Rebecca D. Russell
Senior Editor

Consulting services is "one of the fastest growing segments of the security industry," says John Strauchs, president, Systech Group Inc., Great Falls, Va., and *Hallcrest Report II, Private Security Trends 1970 to 2000* co-author.

In September, SECURITY exclusively published an article on details of the influential *Hallcrest Report II*. This watershed report contains details about every aspect of the security industry, including security consulting services.

Strauchs, along with co-authors William Cunningham and Clifford Van Meter, identifies security consulting as serving four key areas: management, executive protection, computer security and engineering-related concerns.

The table above incorporates information not included in *Hallcrest Report II*. Growth for consulting/security engineering outpaces other industry segments studied, including contract guards and alarm companies. For the current decade, growth is pegged at 12 percent.

Growing With Good Reason

Strauchs cites four primary reasons for this growth.

- Corporate security departments increasingly contract for help. "A lot more companies are contracting out because it is cheaper for them," Strauchs says.
- Security is more complex. Strauchs explains: "No one expects corporate security directors and their staffs to know everything. They are more willing to bring in outside expertise."
- Professionalism has increased significantly, thanks to the Certified Protection Professional (CPP) designation awarded by the American Society for Industrial Security. "The percent with a CPP will be higher than average for the [consulting] industry. It's often their single credential," Strauchs says.
- Industry organizations strengthen the consultant image. In particular, the International Association of Professional Security Consultants fosters professionalism, he says.

Strauchs says it is difficult to identify industry size because no one source tracks this data. Clouding the issue is the fact that many businesses claim to offer consulting services when they may actually serve another purpose.

CONSULTANTS/SECURITY ENGINEERS PROFILE

	1980	1990	2000
Estimated annual revenue	$80,000,000	$330,000,000	$1,050,000,000
Percent of market share (vs. other segments)	1%	1%	2%
Total companies	270	800	1,400
Total employees	1,200	2,900	6,200
Annual growth rate	15%	12%	12%
Annual earnings per company	$300,000	$412,000	$750,000
Employees per company	4	4	4
Salary per employee	$24,000	$40,000	$59,000

Source: *Hallcrest Report II*

Security consulting growth outpaces other industry segments.

Consulting services is "one of the fastest growing segments of the security industry."
John Strauchs, Systech Group Inc.

Shaping an Industry

Yet *Hallcrest Report II* estimates show that annual revenue grew from $80 million in 1980 to $330 million in 1990. The authors expect revenue to pass $1 billion in 2000.

The number of organizations offering security consulting services has been steadily increasing. In 1980, the total number of companies was 270, each bringing in an estimated $300,000 per year. In 1990, that number increased to 800 companies, with earnings of $412,000. By 2000, *Hallcrest Report II* estimates the total will be 1,400 companies with earnings reaching $750,000 each.

Despite this growth, the average number of consultants at each firm remains constant at four. For those consultants, salaries increased steadily as well: 1980, $24,000; 1990, $40,000; 2000, $59,000.

Ray Chambers, IAPSC executive director and president of Assets Protection Systems Associates Inc., Largo, Fla., agrees that consulting is growing — but contends *Hallcrest Report II* statistics may be "optimistic." Chambers says consultants see more work today as a result of corporate down-sizing and cutbacks, which prompt organizations to explore other security options. If cutbacks continue, he says, more experienced decision makers may join the ranks of consultants themselves.

Chambers says corporate downsizing and cutbacks prompt organizations to use more consultants.

Security Engineering Specialty Grows

Bundled into the security consultant label within *Hallcrest Report II* are security engineers. John Strauchs is himself a member of this industry segment.

"Right now the need for security engineering consultants seems to be driven by electrical engineers and architects," Strauchs says. Most large-scale new construction — such as office buildings — today incorporate security systems into construction. Consequently, electrical engineers and architects are more interested in sharing liability. In addition, these professionals don't know security hardware as well as specialists, so they are more willing to hire consultants for expertise.

He foresees increasing state-level regulation of security engineering within 10 years. Strauchs says growth for this segment of the consulting sector appears to follow the same pattern of development that fire protection engineering took in the 1950s. Ultimately, those professionals now must meet requirements of certification.

Hindering growth here is the lack of security engineering-specific training. Strauchs says many practitioners first worked with a defense department-related organization. However, he anticipates that schools will begin to offer civil engineering courses that include concentration in security engineering.

Hallcrest Report II, Private Security Trends 1970 to 2000, is published by Butterworth-Heinemann, a leading private security industry publisher. The 384-page hard cover book costs $45. Order by contacting Butterworth-Heinemann at 80 Montvale Ave., Stoneham, Mass. 02180; (800) 366-2665.

SECURITY BRIEFINGS

▶ **Is two percent enough?** That's the question in a landmark report on corporate training by the American Society for Training & Development and the U.S. Department of Labor Employment & Training Administration.

The report contends that American employers spend about $30 billion, or one to two percent of payroll annually, on formal training for workers. Most (about 69 percent) is training designed, developed and delivered in-house. The rest comes from colleges, technical schools, professional and trade associations, the training industry and government.

The report, "Training Partnerships," is free to SECURITY readers from Fulfillment Department, American Society for Training & Development, 1630 Duke St., Alexandria, Va. 22313; phone (703) 683-8118. Mention SECURITY magazine.

▶ **Under a rock publishing.** For $39.95, CEP Inc., Boulder, Colo., will sell anyone a new VHS videotape, "High Speed Entry." CEP's new catalog claims that after watching the video, "You'll have no problem going right through high security locks, hard-plate protection, rim and mortise cylinder dead bolts, brick walls and steel bars." The tape is marketed, says CEP, to locksmiths, SWAT teams, detectives, repo-men or serious hobbyists.

The company also boasts a video on "Whispering Death — Secrets of Improvised and State-of-the Art Silencers" and a hot-selling book, *How to Get Anything on Anybody*.

Complain to the Boulder police and the Colorado Attorney General.

▶ **A new organization** takes aim at high-tech crime. The High Technology Crime Investigation Association brings together professional computer security personnel from industry and law enforcement to provide a training and education forum says James Rogan, HTCIA chairman of the board and information security manager at Northrop Corp., Los Angeles.

With more than 250 members, it provides a network of professional expertise to help membership when needed. "The HTCIA fills a void and provides a ready source of expertise to industry, law enforcement and the district attorney communities," Rogan says.

For more about the organization contact HTCIA, National Headquarters, P.O. Box 1173, Sun Valley, Calif. 91353-1173.

OTA Speaks, Industry Listens

The long-awaited Office of Technology Assessment (OTA) integrity tests report was greeted with less than enthusiastic response.

OTA, the research service for Congress, cited potential problems with errors in results, discrimination, privacy and misclassification.

"The OTA paper is inconclusive, ambiguous and misleading," says Dr. Jack Jones of London House Inc., Park Ridge, Ill. However, he says the doubts raised will not translate into legislative action.

Positive aspects of the study: two independent reviews conclude tests are valid, reliable and fair; OTA reports that tests are fair to protected groups.

Organized industry groups, however, say OTA ignored input from business groups and associations; the panel confused integrity testing with clinical testing; and that the warning about misclassification is misleading.